



State of California  
**Employment Training Panel**

Training Proposal for:  
**Santa Clarita Community College District College  
Of The Canyons**

**Agreement Number: ET09-0239**

Panel Meeting of: **October 17, 2008**

ETP Regional Office: **North Hollywood**

Analyst: M. Tolentino

**PROJECT PROFILE**

Contract  
Type: Priority/SB<100  
Priority/Retrainee  
Retrainee

Industry  
Sector(s): Various Industries

Counties  
Served: Los Angeles

Repeat  
Contractor: ☒ Yes ☐ No

Union(s): ☐ Yes ☒ No  
None Of The Core Group Of  
Employers Is Represented By A  
Collective Bargaining Agreement

Priority  
Industry: ☒ Yes ☒ No

Turnover Rate %	Manager/ Supervisor %
≤20%	≤20%

**FUNDING DETAIL**

Program Costs	Support Costs	Total ETP Funding
\$440,840	\$30,580	\$471,420

In-Kind Contribution
\$350,000

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Average No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage
				Class / Lab	CBT		
1	Priority/SB<100	Business Skills, Computer Skills, Continuous Improvement, Hazardous Material, Literacy Skills, Management Skills, Manufacturing Skills	60	24	0	\$667	\$14.02
				Weighted Avg: N/A			
2	Priority/SB<100	Business Skills, Computer Skills, Continuous Improvement, Hazardous Material, Literacy Skills, Management Skills, Manufacturing Skills	25	40	0	\$1,112	\$14.02
				Weighted Avg: N/A			
3	Priority/Retrainee	Business Skills, Computer Skills, Continuous Improvement, Hazardous Material, Literacy Skills, Management Skills, Manufacturing Skills	200	24	0	\$462	\$14.02
				Weighted Avg: N/A			
4	Priority/Retrainee	Business Skills, Computer Skills, Continuous Improvement, Hazardous Material, Literacy Skills, Management Skills, Manufacturing Skills	30	32	0	\$616	\$14.02
				Weighted Avg: N/A			
5	Priority/Retrainee	Business Skills, Computer Skills, Continuous Improvement, Hazardous Material, Literacy Skills, Management Skills, Manufacturing Skills	160	40	0	\$770	\$14.02
				Weighted Avg: N/A			
6	Priority/Retrainee	Advanced Technology	25	60	0	\$1,668	\$15.00
				Weighted Avg: N/A			
7	Priority/Retrainee	Advanced Technology	60	72	0	\$2,002	\$15.00
				Weighted Avg: N/A			
8	Retrainee	Business Skills, Computer Skills, Continuous Improvement, Hazardous Material.	20	24	0	\$385	\$14.02
				Weighted Avg: N/A			

		Literacy Skills, Management Skills, Manufacturing Skills				
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**Minimum Wage by County:** \$14.02 Los Angeles County

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☐ Yes ☐ No ☒ Maybe

Participating employers may use health benefits to meet the Post-Retention Wage.

**Other Benefits:** Vary among participating employers

Wage Range by Occupation	
Occupation Title	Wage Range
Analyst	
Assembler	
Clerk	
Engineer	
Inspector	
Inventory Specialist	
Manager	
Machinist/Operator	
Mechanic	
Programmer	
Purchasing Agent	
Supervisor	
Team Lead	
Technician	
Designer	
Tool Maker	
Model Maker	
Project Coordinator	
Planner	

## **INTRODUCTION**

In this proposal, Santa Clarita Community College District College of the Canyons (COC) seeks funding for retraining as outlined below:

COC is a two-year, fully accredited community college offering a full range of vocational education programs and academic programs necessary for transfer to four-year institutions. Founded in 1969, it currently has an enrollment of over 20,000 students. The Employee Training Institute (ETI) is COC's contract education unit and is responsible for customized training and education programs that are not-for-credit. ETI is part of COC's Economic Development

Division and is charged with providing programs that support economic and community growth in the region.

This will be the ninth Agreement between COC and the Employment Training Panel. COC is eligible to provide training under California Unemployment Insurance Code section 10205(c)(2) as a training agency.

Participating employers will qualify under Title 22, California Code of Regulations, Section 4416 as manufacturers and other companies facing out-of-state competition. Some participating employers will be from priority industry sectors, as designated by Job Number.

COC representatives state that approximately 33% of the training will be delivered on-site, at employers' locations and 67% at COC's training facilities. Although on-site is always the first option when conducting training, many participating employers do not have the facility (lack of space or space not available at the desired time) or equipment (computers for training) to accommodate training.

Additionally, the majority of COC's clients are manufacturing companies with employees numbering in the low 100's. Because these companies typically run multiple shifts, it may be disruptive to the production and workflow process to get a group of 15-20 employees together at the same time for a course, as is typically needed for a dedicated, on-site course. Sending a few employees to a class at the same time is less disruptive to normal operations than pulling out 15-20 people at a time.

The college works closely with employers to identify common needs, such that employees from two to four companies can be combined in one course. This is cost-effective for both the employers and for COC and still allows for a high degree of customization. All center-based training will be customized to the needs of attendees beforehand. COC will meet with the employers to determine needs and goals in order to drive curriculum development. Additionally, at the first class session, attendees will develop and share individual goals and the instructor will gear delivery of the course around the employer and employee goals.

These goals will be reviewed regularly, to ensure their attainment. Also, the college's ETI director regularly checks in with the sponsors of trainees to see how the class is going from their perspective and what feedback they've heard. This allows the instructor to adjust delivery methods or materials, if needed. All training, whether for a single employer or for employees of several companies, use actual work or project examples and discussions are held around actual work situations of the trainees.

## **PROJECT DETAILS**

### **Marketing and Employer Recruitment**

According to COC, it has developed a broad network of connections with executive officers, managers, professional agencies, non-profit resource groups, and Worksource Centers, and has a website presence to reach current and new employers in its vicinity. The proposed ETP-funded training will be marketed through presentations attended by members of Valley Industrial Association (VIA) and the other business organizations discussed above. In addition, COC will utilize direct mail, personal contacts, telephone calls, and e-mail announcements to recruit companies.

To identify the training needs of its business community, COC conducts training assessments, collects data through interviews with key managers about the training needs of their companies,

conducts field online surveys to obtain information about specific company needs, and records member feedback from organizations during presentations to professional groups such as VIA, APICS, PIHRA, ASTD, and CACT center meetings. In addition, the evaluation form each trainee completes at the end of their training asks what additional training they need or would like to have.

The college is submitting this proposal in support of its local business community, as represented by the VIA, the largest business organization within the community college district. VIA has over 400 member companies, representing over 35,000 employees in the Santa Clarita Valley. In addition, COC works closely with the City of Santa Clarita and the Chamber of Commerce to assess needs and provide programs pertinent to the business community.

VIA and the business community have requested COC apply for the proposed training program with the Employment Training Panel to ensure the continuing availability of important training programs needed by local employers. The manufacturers and employers facing out-of-state competition rely on COC for programs through ETP funding to improve their competitive edge.

**Business Skills** training will enable trainees to improve their skills in customer service, communication, and problem solving and use project management techniques and tools to enhance business performance.

**Computer Skills** training will enable trainees to gather and manipulate data and manage projects using Microsoft Excel (Advanced), Project, and Access and provide employees of manufacturers or aerospace subcontractors the knowledge and skills to utilize the most up-to-date technology in computer-aided design and manufacturing.

**Continuous Improvement** training will assist workers in identifying opportunities for improvement in their daily work processes while working more efficiently to reduce errors. Training in these areas will ensure that all employees will communicate, function efficiently on teams, and be able to solve problems collaboratively in a high performance workplace while lowering the company's overall operating costs.

**Hazardous Materials** training will be taught to employees who work in organizations where hazardous materials are used or stored to enable efficient handling of hazardous materials and improve safety in the firm.

**Literacy Skills** training will improve the written and verbal communication and basic math skills of limited English-speaking company employees and increase workers' understanding about performance expectations which will improve production quality.

**Management Skills** training will provide supervisors and managers who have moved up without formal training in leadership and management, skills to create a positive work environment that motivates employees to achieve their best performance.

**Manufacturing Skills** training will provide trainees the skills necessary to be more versatile within the employer's manufacturing cells, work more efficiently, obtain technologically advanced machining skills, and provide quality parts for its customers' engines.

### **Advanced Technology (AT)**

The college requests the higher reimbursement rate for the AT courses identified in the curriculum. CAD designers, machinists, tool makers, model makers, engineers, project coordinators, and programmers will receive 60 or 72 hours of class/lab instruction. COC

representatives report that the proposed AT training is highly technical in nature, with a small trainer to trainee ratio.

Qualified instructors for these courses have both extensive industry experience, including hands-on experience with the programming and its use, and significant teaching experience. This makes them rare and highly sought after, such that they can command and get higher hourly rates. Also, state-of-the-art computer systems are required to deliver these courses, with computers often becoming obsolete within a year or two of purchase. Licenses are also required for the software and can run several thousand dollars per program. Software costs went up and new versions of the programs are purchased as they become available, so there is an ongoing upgrade. Additional hardware is also required, including free-arm digitizers (\$5K each), laser scanners (\$10-20K each), and 3-D modeling equipment (\$40K+). This equipment needs to be replaced and upgraded regularly to keep pace with equipment being used by participating employers. These combined factors increase the cost of training which will exceed ETP's AT reimbursement rate.

COC representatives state that the concepts and systems taught in these courses are complex and sophisticated and trainees may require significant individual instructor attention. The courses are very hands-on and it is frequently necessary for the instructor to work with trainees individually to help them successfully manipulate the software. Therefore, the class size will be capped at 10 trainees. All the College's AT training will be offered at the College sites because employers do not have the number of computers and space necessary to run the courses.

### **Commitment to Training**

COC represents that ETP funds will not displace the existing financial commitment to training of participating employers. Indeed, COC anticipates that the opportunity for enhanced training made possible by ETP funds will encourage an ongoing financial commitment in this area.

The college represents that safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

COC representatives state that ETP funds are used for training programs that are beyond the participating employer's orientation and on-the-job development abilities. The proposed training will concentrate on skills that were not previously offered or that take time to assimilate or that are difficult to grasp on the part of the trainee. The training will be customized, using the case study methodology; practical hands-on simulation; and a variety of auditory, visual, tactile exercises.

COC representatives state that several employers have provided job-specific and company-wide training on topics such as behavioral-based interviewing skills and specific skill sets needed by program managers. Other employers have provided self-funded training in topics such as ESL, business writing, Command Spanish, beginning Excel, conflict management, team building, and lean.

### **RECOMMENDATION**

For the reasons set forth above, staff recommends approval of this proposal.

## **ACTIVE PROJECTS**

The following table summarizes performance by COC under an active ETP Agreement:

Agreement No.	Approved Amount	Term	No. Trainees (Average)	No. Completed Training	No. Retained
ET07-0247	\$439,522	12/30/06 - 12/29/08	559	397	290

To date, COC has enrolled 492 trainees (88% of trainee population), of which 397 (71%) completed training and 290 trainees have been placed, giving COC earnings of \$243,952 (55% of Agreement Amount). COC is on track to complete 88% of the Agreement Amount.

## **PRIOR PROJECTS**

The following table summarizes performance by the COC under ETP Agreements that were completed within the last five years:

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned
*ET05-0247	Santa Clarita	12/31/04 – 12/30/06	\$499,783	\$88,894 (17%)
ET04-0471	Santa Clarita	10/6/03 – 10/5/05	\$731,992	\$555,375 (76%)

\*COC representatives state that their completion rate in this Agreement was an anomaly since previous ETP contracts generated between 76 to 89%. COC was not able to fully utilize the funds available under this contract due to a reorganization of priorities, supporting the College initiative to convert some of its contract education programs (such as the ETP Training Program) to credit programs; creation of the Business Institutes which is a series of eleven half-unit classes offered to local businesses; a management turnover and lack of dedicated staff for this Agreement. Since then, COC has reversed its push to drive the types of courses ETI offers from contract education to credit status. ETI is able to again pursue contract education and provide employers the proposed training program. COC now also has two full-time staff dedicated to the administration of the proposed ETP Training Program.

## **DEVELOPMENT SERVICES**

N/A

## **ADMINISTRATIVE SERVICES**

N/A

## **TRAINING VENDORS**

To Be Determined

**Exhibit B: Menu Curriculum****Class/Lab Hours**

24-72 Hours      Trainees will receive training in one or more of the following:

**Business Skills**

Business Administration  
Project Management  
Communication Skills  
Negotiating  
Conflict Resolution  
Customer Service  
Inventory Control  
Business Planning  
Financial Strategies  
Merchandising  
Sales

**Computer Skills**

Advanced Excel  
Microsoft Project  
Adobe  
Access  
Advanced PowerPoint  
Manufacturing Resource Planning (MRP)  
Enterprise Resource Planning (ERP)  
SAP  
Oracle  
Unigraphics

**Continuous Improvement**

Lean Processes and Principles  
Kaizen Methodology  
Statistical Process Control  
Problem Solving  
Team Building  
Quality Concepts  
Total Quality Management  
ISO  
Just-In-Time Processes  
Production Scheduling  
Value Stream Mapping  
Decision Making  
Leadership Skills for Frontline Workers  
6 Sigma

**Hazardous Materials** (Limited to 10% of job specific skills training hours)

Hazardous Materials Handling  
Hazardous Chemical Cleaning/Handling  
Hazardous Waste Cleaning



Environmental Monitoring and Personal Protection Equipment  
Hazardous Waste Management and Transportation  
Environmental Liability and Risk Management  
Solid Waste Recycling

**Literacy Skills (Job Related)** *VESL/Basic Math cannot exceed 45% of job skills training hours*

Basic Math  
Vocational English as a Second Language

- Reading Work Instructions in Blueprint reading, CNC machining/programming, GD&T, Lean
- Writing Work Orders/Letters/Reports in Blueprint reading, CNC machining/programming, GD&T, Lean
- Comprehension of verbal and written directions in Blueprint reading, CNC machining/programming, GD&T, Lean

**Management Skills** *(Only trainees in managerial and supervisory positions who oversee other staff will receive ETP-funded Management Skills training.)*

Leadership  
Motivation  
Coaching  
Change Management

**Manufacturing Skills**

Operations Management  
Fundamentals of Planning  
Manufacturing Control  
Production Operations  
Parts and Products Manufacture  
Equipment Operation  
Assembly Procedures  
Inventory Control  
Warehousing  
Manufacturing Practices  
Cross-Training in Production Equipment/Skills  
CNC Machine Operation  
CNC Programming  
Geometric Dimensioning and Tolerancing  
Hydraulics  
Blueprint Reading  
Welding  
Inspection Techniques  
Shop Math  
Reverse Engineering  
CMMI (Coordinate Measurement Machine Inspection)

**Advanced Technology**

Master CAM X

SolidWorks

ProE

CATIA (Computer-Aided Three Dimensional Interactive Application)

## Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: Santa Clarita Community College District  
College Of The Canyons  
Reference No: 08-0838

CCG No.: ET09-0239  
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Company: **Air Flow Research Heads, Inc.**

Address: 28611 W. Industry Drive

City, State, Zip: Valencia, CA 91355

Contact Person/Title: Leighann Simon/Office Manager

Telephone No.: (661) 257-8124 x103

Collective Bargaining Agreement(s): N/A

Total # of full-time company employees worldwide: 36

Total # of full-time company employees in California: 36

Estimated # of employees to be retrained or hired under this Agreement: 18

Company: **Alfred E. Mann Foundation**

Address: 25134 Rye Canyon Loop, #200

City, State, Zip: Valencia, CA 91355

Contact Person/Title: Karen Morris/Human Resources Manager

Telephone No.: (661) 702-6789

Collective Bargaining Agreement(s): N/A

Total # of full-time company employees worldwide: 98

Total # of full-time company employees in California: 98

Estimated # of employees to be retrained or hired under this Agreement: 35

Company: **Aquafine Corporation**

Address: 29010 Avenue Paine

City, State, Zip: Valencia, CA 91355

Contact Person/Title: Sharon Long/HR Manager

Telephone No.: (661) 257-4770 x 639

Collective Bargaining Agreement(s): N/A

Total # of full-time company employees worldwide: 105

Total # of full-time company employees in California: 96

Estimated # of employees to be retrained or hired under this Agreement: 25

## Participating Employers in Retrainee Multiple Employer Contracts

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Company: **Arvato Digital Services L.L.C.**

Address: 29011 Commerce Center Drive

City, State, Zip: Valencia, CA 91355

Contact Person/Title: Carlyle Rogers/HR Director

Telephone No.: (661) 702-2725

Collective Bargaining Agreement(s): N/A

Total # of full-time company employees worldwide: 76,270

Total # of full-time company employees in California: 550

Estimated # of employees to be retrained or hired under this Agreement: 60

Company: **B & B Manufacturing Co, Inc.**

Address: 27940 Beale Court

City, State, Zip: Valencia, CA 91355

Contact Person/Title: Arturo Casillas/Training Coordinator

Telephone No.: (661) 294-6168

Collective Bargaining Agreement(s): N/A

Total # of full-time company employees worldwide: 220

Total # of full-time company employees in California: 220

Estimated # of employees to be retrained or hired under this Agreement: 35

Company: **Canyon Engineering Products, Inc.**

Address: 28909 Avenue Williams

City, State, Zip: Valencia, CA 91355

Contact Person/Title: Jerilyn Ritter/HR Director

Telephone No.: (661) 294-0084 ext 206

Collective Bargaining Agreement(s): N/A

Total # of full-time company employees worldwide: 88

Total # of full-time company employees in California: 88

Estimated # of employees to be retrained or hired under this Agreement: 40

## Participating Employers in Retrainee Multiple Employer Contracts

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Company: **Chocolates a la Carte**

Address: 28455 Livingston Avenue

City, State, Zip: Valencia, CA 91355

Contact Person/Title: Sandra Esquivel/HR Manager

Telephone No.: (661) 257-3700 ext.155

Collective Bargaining Agreement(s): N/A

Total # of full-time company employees worldwide: 153

Total # of full-time company employees in California: 153

Estimated # of employees to be retrained or hired under this Agreement: 20

Company: **Classic Wire Cut Company, Inc.**

Address: 28210 Constellation Road

City, State, Zip: Valencia, CA 91355

Contact Person/Title: Amy Grant/Director of Corporate Performance

Telephone No.: (661) 257-0558

Collective Bargaining Agreement(s): N/A

Total # of full-time company employees worldwide: 98

Total # of full-time company employees in California: 98

Estimated # of employees to be retrained or hired under this Agreement:35

Company: **Contractors Wardrobe Inc.**

Address: 26121 Avenue Hall

City, State, Zip: Valencia, CA 91355

Contact Person/Title: Dorothy Keathley/HR Manager

Telephone No.: (661) 257-1177 ext. 1262

Collective Bargaining Agreement(s): N/A

Total # of full-time company employees worldwide: 300

Total # of full-time company employees in California: 280

Estimated # of employees to be retrained or hired under this Agreement: 10

## Participating Employers in Retrainee Multiple Employer Contracts

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Company: **CRISSAIR INC.**

Address: 38905 10th Street East

City, State, Zip: Palmdale, CA 93550

Contact Person/Title: Jack Mossman/Human Resource Manager

Telephone No.: (661) 273-5411 x132

Collective Bargaining Agreement(s): N/A

Total # of full-time company employees worldwide: 262

Total # of full-time company employees in California: 189

Estimated # of employees to be retrained or hired under this Agreement: 50

Company: **Curtiss Wright Controls, Inc.**

Address: 28965 Avenue Penn

City, State, Zip: Santa Clarita, CA 91355

Contact Person/Title: Tim Violette/Director, Human Resources

Telephone No.: (661) 705-1160

Collective Bargaining Agreement(s): N/A

Total # of full-time company employees worldwide: 148

Total # of full-time company employees in California: 148

Estimated # of employees to be retrained or hired under this Agreement: 45

Company: **Del West USA**

Address: 28128 W. Livingston Avenue

City, State, Zip: Valencia, CA 91355

Contact Person/Title: Rose Chegwin/Human Resource Manager

Telephone No.: (661) 295-5700 x231

Collective Bargaining Agreement(s): N/A

Total # of full-time company employees worldwide: 180

Total # of full-time company employees in California: 180

Estimated # of employees to be retrained or hired under this Agreement: 45

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Company: **Eckert & Ziegler Isotope Products**

Address: 24937 Avenue Tibbitts

City, State, Zip: Valencia, CA 91355

Contact Person/Title: Salenri Berman/Human Resources Manager

Telephone No.: (661) 309-1037

Collective Bargaining Agreement(s): N/A

Total # of full-time company employees worldwide: 107

Total # of full-time company employees in California: 87

Estimated # of employees to be retrained or hired under this Agreement: 5

Company: **ENPRO, ENGINEERED PRODUCTS, INC.**

Address: 26943 Ruether Avenue, #R

City, State, Zip: Santa Clarita, CA 91351

Contact Person/Title: Bob Clough/President

Telephone No.: (661) 424-9440

Collective Bargaining Agreement(s): N/A

Total # of full-time company employees worldwide: 11

Total # of full-time company employees in California: 11

Estimated # of employees to be retrained or hired under this Agreement: 3

Company: **Forrest Machining Inc.**

Address: 27756 Avenue Mentry

City, State, Zip: Valencia, CA 91355

Contact Person/Title: Elba Lopez/Human Resource Manager

Telephone No.: (661) 257-0231

Collective Bargaining Agreement(s): N/A

Total # of full-time company employees worldwide: 245

Total # of full-time company employees in California: 245

Estimated # of employees to be retrained or hired under this Agreement: 65

## Participating Employers in Retrainee Multiple Employer Contracts

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Company: **FRALOCK**

Address: 28525 W. Industry Drive

City, State, Zip: Valencia CA 91355

Contact Person/Title: Debby Golden/Human Resources Manager

Telephone No.: (661) 367-9119

Collective Bargaining Agreement(s): N/A

Total # of full-time company employees worldwide: 146

Total # of full-time company employees in California: 146

Estimated # of employees to be retrained or hired under this Agreement: 45

Company: **ITT Industries Aerospace Controls**

Address: 28150 Industry Drive

City, State, Zip: Valencia, CA 91355-4100

Contact Person/Title: Ed Hernandez/Director, Human Resources

Telephone No.: (661) 295-4147

Collective Bargaining Agreement(s): N/A

Total # of full-time company employees worldwide: 45,000

Total # of full-time company employees in California: 380

Estimated # of employees to be retrained or hired under this Agreement: 45

Company: **King Bros. Industries**

Address: 29101 The Old Road

City, State, Zip: Valencia, CA 91355

Contact Person/Title: Kimberly Wilson/Controller

Telephone No.: (661) 257-3262

Collective Bargaining Agreement(s): N/A

Total # of full-time company employees worldwide: 161

Total # of full-time company employees in California: 161

Estimated # of employees to be retrained or hired under this Agreement: 55



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Company: **Meschkat Precision Machining Inc.**

Address: 27919 Smyth Drive, #111

City, State, Zip: Santa Clarita, CA 91355

Contact Person/Title: Susan Qualls/Office Manager

Telephone No.: (661) 257-2997

Collective Bargaining Agreement(s): N/A

Total # of full-time company employees worldwide: 18

Total # of full-time company employees in California: 18

Estimated # of employees to be retrained or hired under this Agreement: 5

Company: **S & H Machine, Inc.**

Address: 900 N. Lake Street

City, State, Zip: Burbank, CA 91502

Contact Person/Title: David Fisher/Vice President

Telephone No.: (818) 846-9847

Collective Bargaining Agreement(s): N/A

Total # of full-time company employees worldwide: 37

Total # of full-time company employees in California: 37

Estimated # of employees to be retrained or hired under this Agreement: 10

Company: **Solid Concepts Inc.**

Address: 28309 Avenue Crocker

City, State, Zip: Valencia, CA 91355

Contact Person/Title: Claus Boettger/HR Manager

Telephone No.: (661) 257-9300 X466

Collective Bargaining Agreement(s): N/A

Total # of full-time company employees worldwide: 215

Total # of full-time company employees in California: 215

Estimated # of employees to be retrained or hired under this Agreement: 55

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Company: **Triumph Actuation Systems - Valencia**

Address: 28150 W. Harrison Pkwy

City, State, Zip: Valencia, Ca 91355

Contact Person/Title: Roger Zuch/Director, Human Resources

Telephone No.: (661) 295-1015 ext 159

Collective Bargaining Agreement(s): N/A

Total # of full-time company employees worldwide: 240

Total # of full-time company employees in California: 240

Estimated # of employees to be retrained or hired under this Agreement: 25

Company: **True Position Technologies, Inc.**

Address: 24711 Avenue Rockefeller

City, State, Zip: Valencia, CA 91355-3466

Contact Person/Title: Theresa Ory/Human Resources Manager

Telephone No.: (661) 294-0030

Collective Bargaining Agreement(s): N/A

Total # of full-time company employees worldwide: 81

Total # of full-time company employees in California: 81

Estimated # of employees to be retrained or hired under this Agreement: 25

Company: **UltraViolet Devices, Inc.**

Address: 26145 Technology Drive

City, State, Zip: Valencia, CA 91355

Contact Person/Title: Dan Goetz/President, COO

Telephone No.: (661) 295-8140

Collective Bargaining Agreement(s): N/A

Total # of full-time company employees worldwide: 85

Total # of full-time company employees in California: 55

Estimated # of employees to be retrained or hired under this Agreement: 2

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Company: **Valley Precision Metal Products, Inc.**

Address: 27771 Avenue Hopkins

City, State, Zip: Valencia, CA 91355

Contact Person/Title: Larry Bozer/Controller

Telephone No.: (661) 607-0100

Collective Bargaining Agreement(s): N/A

Total # of full-time company employees worldwide: 35

Total # of full-time company employees in California: 35

Estimated # of employees to be retrained or hired under this Agreement: 5

Company:

Address:

City, State, Zip:

Contact Person/Title:

Telephone No.:

Collective Bargaining Agreement(s):

Total # of full-time company employees worldwide:

Total # of full-time company employees in California:

Estimated # of employees to be retrained or hired under this Agreement:

Company:

Address:

City, State, Zip:

Contact Person/Title:

Telephone No.:

Collective Bargaining Agreement(s):

Total # of full-time company employees worldwide:

Total # of full-time company employees in California:

Estimated # of employees to be retrained or hired under this Agreement: